

PROGRAM	Master of Business Administration
SEMESTER	1
COURSE TITLE	Organisational Behaviour
COURSE CODE	04MB0104
COURSE CREDITS	3
COURSE DURATION	42 Hrs (42 sessions of 60 minutes each)

Course Outcomes:

- ❖ To demonstrate the applicability of the concept of organizational behavior in order to understand the behavior of people in the organization.
- ❖ To describe how individual personality and behavior impact the typical contemporary work experience.
- ❖ To identify different motivational theories and evaluate motivational strategies used in the variety of organizational settings.
- ❖ To explain and explore the tension between individual versus groups and group dynamics in organizational life.
- ❖ To assess the impact of culture on organizational behavior.
- ❖ To evaluate the appropriateness of various leadership styles and conflict management strategies used in organizations.

COURSE CONTENTS:

Unit No	Unit / Sub Unit	Sessions
I	Introduction to Concept of Management Concept of Management, Management: Art and Science, Management Vs Administration, Levels of Management, Functions of management, Evolution of Management thought: Early contributions: Taylor and Scientific Management, Fayol's Administrative Management, Bureaucracy, Human Relations, and Modern Approach. Types of organisation structures. Case Study	8
II	Concept of OB and Understanding Dynamics of Individual Behaviour Models of OB, Disciplines contributing to the field of OB. Personality: Foundations of individual behaviour, Personality, Meaning and Importance, Development of personality, Determinants of personality, Theories of personality. Perception: Nature, Importance and Definition of Perception, Factors involved in perception, The Perceptual Process, Perceptual Selectivity and Organization, Applications in Organizations. Learning: Definition and Importance, Theories of learning, Principles of learning, Shaping as managerial tool. Case Study	9
III	Attitude, Values and Motivation Attitudes: Sources and types of attitudes, Attitude formation and change, Cognitive Dissonance Theory. Effects of employee attitude, Job related attitudes Values: meaning, importance, source and types, and applications in organizations. Motivation: Meaning, process and significance of motivation, Early Theories of motivation: Hierarchy of Needs, Theory X Theory Y, Two Factor theory, McClelland Theory of Needs, Contemporary Theories of Motivation: Goal Setting theory, Self-Efficacy theory, Equity theory/Organizational justice, Expectancy theories. Case Study	9

IV	Understanding dynamics of Group behavior: Groups – Meaning, classification and nature of groups, Stages of group development, an alternative model for Temporary Groups with punctuated equilibrium model, Group properties: Roles, Norms, Status, Size and Cohesiveness, Group decision making. Teams -Meaning of teams, Types of teams, Creating Effective teams, what makes individuals into effective team players, Team development, Team decision making., Transactional Analysis and Communication. Case Study	8
V	Understanding Organizational dynamics of Behaviour: Conflict and Negotiation, Understanding Power and Organizational Politics, Organizational Culture, Basic Theories of Leadership, Behavioral theories, Fiedler model, LMX theory, Path-goal theory, Contemporary Issues in Leadership Practice. Case Study	8

EVALUATION:

The students will be evaluated on a continuous basis and broadly the scheme given below will be followed:

	Component	Weightage
A	Continuous Evaluation Component (Assignments / Presentations/ Quizzes / Class Participation etc.)	20% (C.E.C)
B	Internal Assessment	30% (I. A.)
C	End-Semester Examination	50% (External Assessment)

SUGGESTED READINGS:
Text Books:

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year
T-01	Stephen Robbins	Organizational Behavior	Pearson Education	13th or Latest Edition
T-02	Fred Luthans, Brett C. Luthans, Kyle W. Luthans	Organizational Behavior: An Evidence Based Approach	McGraw-Hill	13 th Edition
T-03	Udai Pareek, Sushama Khanna	Understanding Organizational Behaviour	Oxford University Press	2016

Reference Books:

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year
R-01	P. Subba Rao	Organisational Behaviour Text, Cases and Games	Himalaya Publishing House	2015
R-02	Gregory Moorhead, Ricky W. Griffin	Managing Organizational Behavior	South-Western Cengage Learning	2012